

ALL SAINTS ACADEMY TRUST

Declaration of Pecuniary and Personal interest for Members/Trustees 2024-25

Name:	Lizzie Allen
Position:	Vice chair of trustees.

I declare as a Member/Trustee / SLT Member of All Saints Academy Trust, that I hold the following personal and / or pecuniary interest(s):

Pecuniary interests	Please provide details of the interest
Current employment	Assistant Headteacher The Stanway School Colchester Essex CO3 0QA
Businesses (of which I am a partner or sole proprietor)	n/a.
Company directorships – details of all companies of which I am a director	n/a.
Charity trusteeships – details of all companies of which I am a trustee.	n/a.

Membership of professional bodies, membership organisations, public bodies or special interest groups of which I am a member and have a position of general control or management.	n/a.
Gifts or hospitality offered to you by external bodies while acting in your position as a trustee / SLT member and whether this was declined or accepted in the last 12 months.	n/a.
Contracts offered by you for the supply of goods and/or services to the Trust and / or school.	n/a.
Any other conflict.	

Personal interests	Name	Relationship to me	Organisation	Nature of the interest
Any immediate family or close connections to an ASAT trustee?	n/a.			
Company directorships or trusteeships of family or close connections to an ASAT trustee?	n/a.			

If you are currently a governor or trustee of any other schools and/or academies (or have been so within the last 12 months), please provide details below:

Name of school/academy:	n/a.
Position held:	
Date appointed/elected to post:	
Date of termination to post:	

To the best of my knowledge the information supplied above is correct and complete. I understand that it is my responsibility to declare any conflict of interest/loyalty, business or personal that relates directly or indirectly, to myself or any relation in any contract, proposed contract or other matter when present at a meeting at the school where such contract or matter comes under consideration.

I understand that I must withdraw from any meeting during the discussion of such contract or matter and must not vote in respect of it.

I agree to review and update this declaration annually and give consent for the information provided to be used in accordance with the Trust/school's conflicts of interest policy.

Signed:



Date:

15/10/24.

Guidance notes

Legal Duty: Governors and trustees have a legal duty to act only in the best interests of their schools. Where a situation arises in which they cannot do this due to a personal interest they have, steps should be taken to identify, prevent and record the conflict. This ensures governors or trustees are acting in the best interests of the school. In the declaration above, you must provide details relating to:

- Your ownership or partnership of a company or organisation which may be used by the trust/school to provide goods or services;
- Goods or services you offer which may be used by the trust/school;
- Any close relation you have to someone who satisfies either of the above;
- Any close relationship you have to someone who is employed by the trust/school.

Declaring your conflicts of interest is a legal requirement within the School Governance (Roles, Procedures and Allowances) (England) Regulations 2013 and for academies, in the Articles of Association and Academies Financial Handbook. However, making an annual declaration does not remove your requirement to make an oral disclosure of the interest and temporarily leave the meeting, where the interest is relevant to something being discussed.

Pecuniary interests: Generally, governors should not participate in any discussions in which they may directly or indirectly benefit from a pecuniary interest, except where the relevant authority has authorised this i.e., legislation for maintained schools or articles of association for academies. A direct benefit refers to any personal financial benefit and an indirect benefit refers to any financial benefit you may have by virtue of a relationship to someone who stands to gain from a decision of the governing board. Both direct and indirect interests must be declared.

Non-pecuniary interests (Conflicts of loyalty): There may be a non-pecuniary interest whereby the governor does not stand to gain any benefit but a declaration should still be made. For example, this might be where a governor has a family member working in the school. While the governor might not benefit personally, their judgment could be impaired if something was brought up that would affect the family member.

Handling the conflict: The governing board must decide as to whether or not they should take steps to remove the conflict by:

- Not pursuing the course of action it relates to; or
- Proceeding with it in an alternative way which does not give rise to conflict; or
- Not appointing the governor in question or seeking to secure their resignation.

In the minutes of the meeting, the following should be recorded:

- The nature of the conflict;
- Which governor(s) it relates to;
- Whether a declaration was made in advance of the meeting;
- A brief overview of what was discussed;
- Whether the governor(s) withdrew from the meeting;
- How the governors made the decision in the best interests of the school.

The School and Early Years Finance (England) Regulations 2013 provide for local authority financing schemes to keep a register of pecuniary interests for the trustees, governors and staff of schools. The register should be reviewed annually by the clerk to the governing body but any new interest or ceased interest, should be reported to the clerk as and when they occur. Upon completion, this signed form should be given to the clerk of governors whose responsibility it is to keep a register of all interests and review it annually. You can find NGA's model conflict register on the [NGA's website](#). The Charity Commission has produced [guidance on dealing with conflicts of interests](#) which may be useful, even for schools that do not have charitable status.

ALL SAINTS ACADEMY TRUST

Declaration of Pecuniary and Personal interest for Members/Trustees 2024-25

Name:	Jo Edwards
Position:	Trustee

I declare as a Member/Trustee / SLT Member of All Saints Academy Trust, that I hold the following personal and / or pecuniary interest(s):

Pecuniary interests	Please provide details of the interest
Current employment	n/a
Businesses (of which I am a partner or sole proprietor)	n/a
Company directorships – details of all companies of which I am a director	n/a
Charity trusteeships – details of all companies of which I am a trustee.	n/a

Membership of professional bodies, membership organisations, public bodies or special interest groups of which I am a member and have a position of general control or management.	n/a
Gifts or hospitality offered to you by external bodies while acting in your position as a trustee / SLT member and whether this was declined or accepted in the last 12 months.	n/a
Contracts offered by you for the supply of goods and/or services to the Trust and / or school.	n/a
Any other conflict.	n/a

Personal interests	Name	Relationship to me	Organisation	Nature of the interest
Any immediate family or close connections to an ASAT trustee?				
Company directorships or trusteeships of family or close connections to n ASAT trustee?				

If you are currently a governor or trustee of any other schools and/or academies (or have been so within the last 12 months), please provide details below:

Name of school/academy:	
Position held:	
Date appointed/elected to post:	
Date of termination to post:	

To the best of my knowledge the information supplied above is correct and complete. I understand that it is my responsibility to declare any conflict of interest/loyalty, business or personal that relates directly or indirectly, to myself or any relation in any contract, proposed contract or other matter when present at a meeting at the school where such contract or matter comes under consideration.

I understand that I must withdraw from any meeting during the discussion of such contract or matter and must not vote in respect of it.

I agree to review and update this declaration annually and give consent for the information provided to be used in accordance with the Trust/school's conflicts of interest policy.

Signed:

Leeward

Date:

15/10/24

Guidance notes

Legal Duty: Governors and trustees have a legal duty to act only in the best interests of their schools. Where a situation arises in which they cannot do this due to a personal interest they have, steps should be taken to identify, prevent and record the conflict. This ensures governors or trustees are acting in the best interests of the school. In the declaration above, you must provide details relating to:

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- Goods or services you offer which may be used by the trust/school;
- Any close relation you have to someone who satisfies either of the above;
- Any close relationship you have to someone who is employed by the trust/school.

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Pecuniary interests: Generally, governors should not participate in any discussions in which they may directly or indirectly benefit from a pecuniary interest, except where the relevant authority has authorised this i.e., legislation for maintained schools or articles of association for academies. A direct benefit refers to any personal financial benefit and an indirect benefit refers to any financial benefit you may have by virtue of a relationship to someone who stands to gain from a decision of the governing board. Both direct and indirect interests must be declared.

Non-pecuniary interests (Conflicts of loyalty): There may be a non-pecuniary interest whereby the governor does not stand to gain any benefit but a declaration should still be made. For example, this might be where a governor has a family member working in the school. While the governor might not benefit personally, their judgment could be impaired if something was brought up that would affect the family member.

Handling the conflict: The governing board must decide as to whether or not they should take steps to remove the conflict by:

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- Proceeding with it in an alternative way which does not give rise to conflict; or
- Not appointing the governor in question or seeking to secure their resignation.

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- Whether the governor(s) withdrew from the meeting;
- How the governors made the decision in the best interests of the school.

The School and Early Years Finance (England) Regulations 2013 provide for local authority financing schemes to keep a register of pecuniary interests for the trustees, governors and staff of schools. The register should be reviewed annually by the clerk to the governing body but any new interest or ceased interest, should be reported to the clerk as and when they occur. Upon completion, this signed form should be given to the clerk of governors whose responsibility it is to keep a register of all interests and review it annually. You can find NGA's model conflict register on the [NGA's website](#). The Charity Commission has produced [guidance on dealing with conflicts of interests](#) which may be useful, even for schools that do not have charitable status.

ALL SAINTS ACADEMY TRUST

Declaration of Pecuniary and Personal interest for Members/Trustees 2024-25

Name:	JOHN MICHAEL GEE
Position:	Chair of Trustees

I declare as a Member/Trustee / SLT Member of All Saints Academy Trust, that I hold the following personal and / or pecuniary interest(s):

Pecuniary interests	Please provide details of the interest
Current employment	Governance Professional - Lift Schools - Juniper Education JMG Education - self-employed consultancy
Businesses (of which I am a partner or sole proprietor)	
Company directorships – details of all companies of which I am a director	
Charity trusteeships – details of all companies of which I am a trustee.	Chelmsford Diocese Education Trust - Director / Trustee

Membership of professional bodies, membership organisations, public bodies or special interest groups of which I am a member and have a position of general control or management.	
Gifts or hospitality offered to you by external bodies while acting in your position as a trustee / SLT member and whether this was declined or accepted in the last 12 months.	
Contracts offered by you for the supply of goods and/or services to the Trust and / or school.	
Any other conflict.	St. Andrew's within Holy Trinity Church, Halstead Lay Vice-Chair of PCC

Personal interests	Name	Relationship to me	Organisation	Nature of the interest
Any immediate family or close connections to an ASAT trustee?	N/A			
Company directorships or trusteeships of family or close connections to an ASAT trustee?	N/A			

If you are currently a governor or trustee of any other schools and/or academies (or have been so within the last 12 months), please provide details below:

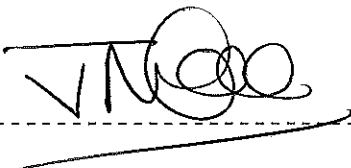
Name of school/academy:	N/A *
Position held:	
Date appointed/elected to post:	
Date of termination to post:	

To the best of my knowledge the information supplied above is correct and complete. I understand that it is my responsibility to declare any conflict of interest/loyalty, business or personal that relates directly or indirectly, to myself or any relation in any contract, proposed contract or other matter when present at a meeting at the school where such contract or matter comes under consideration.

I understand that I must withdraw from any meeting during the discussion of such contract or matter and must not vote in respect of it.

I agree to review and update this declaration annually and give consent for the information provided to be used in accordance with the Trust/school's conflicts of interest policy.

Signed:



Date:

17.10.2024

- * I am governor professional for
- St. Michael's C of E Junior, Galleyswood
 - Passmore's Cooperative Learning Community
 - Stewards Academy
 - St. John The Baptist C of E Primary - Peabrook
 - St. Margaret's C of E Primary, Toppesfield
 - Birchinger C of E Primary
 - Great Sampford Primary

Guidance notes

Legal Duty: Governors and trustees have a legal duty to act only in the best interests of their schools. Where a situation arises in which they cannot do this due to a personal interest they have, steps should be taken to identify, prevent and record the conflict. This ensures governors or trustees are acting in the best interests of the school. In the declaration above, you must provide details relating to:

- Your ownership or partnership of a company or organisation which may be used by the trust/school to provide goods or services;
- Goods or services you offer which may be used by the trust/school;
- Any close relation you have to someone who satisfies either of the above;
- Any close relationship you have to someone who is employed by the trust/school.

Declaring your conflicts of interest is a legal requirement within the School Governance (Roles, Procedures and Allowances) (England) Regulations 2013 and for academies, in the Articles of Association and Academies Financial Handbook. However, making an annual declaration does not remove your requirement to make an oral disclosure of the interest and temporarily leave the meeting, where the interest is relevant to something being discussed.

Pecuniary interests: Generally, governors should not participate in any discussions in which they may directly or indirectly benefit from a pecuniary interest, except where the relevant authority has authorised this i.e., legislation for maintained schools or articles of association for academies. A direct benefit refers to any personal financial benefit and an indirect benefit refers to any financial benefit you may have by virtue of a relationship to someone who stands to gain from a decision of the governing board. Both direct and indirect interests must be declared.

Non-pecuniary interests (Conflicts of loyalty): There may be a non-pecuniary interest whereby the governor does not stand to gain any benefit but a declaration should still be made. For example, this might be where a governor has a family member working in the school. While the governor might not benefit personally, their judgment could be impaired if something was brought up that would affect the family member.

Handling the conflict: The governing board must decide as to whether or not they should take steps to remove the conflict by:

- Not pursuing the course of action it relates to; or
- Proceeding with it in an alternative way which does not give rise to conflict; or
- Not appointing the governor in question or seeking to secure their resignation.

In the minutes of the meeting, the following should be recorded:

- The nature of the conflict;
- Which governor(s) it relates to;
- Whether a declaration was made in advance of the meeting;
- A brief overview of what was discussed;
- Whether the governor(s) withdrew from the meeting;
- How the governors made the decision in the best interests of the school.

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ALL SAINTS ACADEMY TRUST

Declaration of Pecuniary and Personal interest for Members/Trustees 2024-25

Name:	Bridgette Gongu
Position:	Executive Headteacher

I declare as a Member/Trustee / SLT Member of All Saints Academy Trust, that I hold the following personal and / or pecuniary interest(s):

Pecuniary interests	Please provide details of the interest
Current employment	CEO / Executive Headteacher St. Andrew's & Feering Primary Schools
Businesses (of which I am a partner or sole proprietor)	N/A
Company directorships – details of all companies of which I am a director	All Saints Academy Trust
Charity trusteeships – details of all companies of which I am a trustee.	SASHA - PTA

Membership of professional bodies, membership organisations, public bodies or special interest groups of which I am a member and have a position of general control or management.	None
Gifts or hospitality offered to you by external bodies while acting in your position as a trustee / SLT member and whether this was declined or accepted in the last 12 months.	NIA
Contracts offered by you for the supply of goods and/or services to the Trust and / or school.	NIA
Any other conflict.	None

Personal interests	Name	Relationship to me	Organisation	Nature of the interest
Any immediate family or close connections to an ASAT trustee?	None			
Company directorships or trusteeships of family or close connections to an ASAT trustee?	None			

If you are currently a governor or trustee of any other schools and/or academies (or have been so within the last 12 months), please provide details below:

Name of school/academy:	N/A
Position held:	
Date appointed/elected to post:	
Date of termination to post:	

To the best of my knowledge the information supplied above is correct and complete. I understand that it is my responsibility to declare any conflict of interest/loyalty, business or personal that relates directly or indirectly, to myself or any relation in any contract, proposed contract or other matter when present at a meeting at the school where such contract or matter comes under consideration.

I understand that I must withdraw from any meeting during the discussion of such contract or matter and must not vote in respect of it.

I agree to review and update this declaration annually and give consent for the information provided to be used in accordance with the Trust/school's conflicts of interest policy.

Signed:



Date:

15.10.24

Guidance notes

Legal Duty: Governors and trustees have a legal duty to act only in the best interests of their schools. Where a situation arises in which they cannot do this due to a personal interest they have, steps should be taken to identify, prevent and record the conflict. This ensures governors or trustees are acting in the best interests of the school. In the declaration above, you must provide details relating to:

- Your ownership or partnership of a company or organisation which may be used by the trust/school to provide goods or services;
- Goods or services you offer which may be used by the trust/school;
- Any close relation you have to someone who satisfies either of the above;
- Any close relationship you have to someone who is employed by the trust/school.

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Pecuniary interests: Generally, governors should not participate in any discussions in which they may directly or indirectly benefit from a pecuniary interest, except where the relevant authority has authorised this i.e., legislation for maintained schools or articles of association for academies. A direct benefit refers to any personal financial benefit and an indirect benefit refers to any financial benefit you may have by virtue of a relationship to someone who stands to gain from a decision of the governing board. Both direct and indirect interests must be declared.

Non-pecuniary interests (Conflicts of loyalty): There may be a non-pecuniary interest whereby the governor does not stand to gain any benefit but a declaration should still be made. For example, this might be where a governor has a family member working in the school. While the governor might not benefit personally, their judgment could be impaired if something was brought up that would affect the family member.

Handling the conflict: The governing board must decide as to whether or not they should take steps to remove the conflict by:

- Not pursuing the course of action it relates to; or
- Proceeding with it in an alternative way which does not give rise to conflict; or
- Not appointing the governor in question or seeking to secure their resignation.

In the minutes of the meeting, the following should be recorded:

- The nature of the conflict;
- Which governor(s) it relates to;
- Whether a declaration was made in advance of the meeting;
- A brief overview of what was discussed;
- Whether the governor(s) withdrew from the meeting;
- How the governors made the decision in the best interests of the school.

The School and Early Years Finance (England) Regulations 2013 provide for local authority financing schemes to keep a register of pecuniary interests for the trustees, governors and staff of schools. The register should be reviewed annually by the clerk to the governing body but any new interest or ceased interest, should be reported to the clerk as and when they occur. Upon completion, this signed form should be given to the clerk of governors whose responsibility it is to keep a register of all interests and review it annually. You can find NGA's model conflict register on the [NGA's website](#). The Charity Commission has produced [guidance on dealing with conflicts of interests](#) which may be useful, even for schools that do not have charitable status.

ALL SAINTS ACADEMY TRUST

Declaration of Pecuniary and Personal interest for Members/Trustees 2024-25

Name:	Charlotte King
Position:	Trustee

I declare as a Member/Trustee / SLT Member of All Saints Academy Trust, that I hold the following personal and / or pecuniary interest(s):

Pecuniary interests	Please provide details of the interest
Current employment	None
Businesses (of which I am a partner or sole proprietor)	None
Company directorships – details of all companies of which I am a director	None Gatekeeper Associates Limited - no connection to ASAT
Charity trusteeships – details of all companies of which I am a trustee.	None

Membership of professional bodies, membership organisations, public bodies or special interest groups of which I am a member and have a position of general control or management.	None
Gifts or hospitality offered to you by external bodies while acting in your position as a trustee / SLT member and whether this was declined or accepted in the last 12 months.	None
Contracts offered by you for the supply of goods and/or services to the Trust and / or school.	None
Any other conflict.	None

Personal interests	Name	Relationship to me	Organisation	Nature of the interest
Any immediate family or close connections to an ASAT trustee?	None			
Company directorships or trusteeships of family or close connections to an ASAT trustee?	None			

If you are currently a governor or trustee of any other schools and/or academies (or have been so within the last 12 months), please provide details below:

Name of school/academy:	Noel
Position held:	
Date appointed/elected to post:	
Date of termination to post:	

To the best of my knowledge the information supplied above is correct and complete. I understand that it is my responsibility to declare any conflict of interest/loyalty, business or personal that relates directly or indirectly, to myself or any relation in any contract, proposed contract or other matter when present at a meeting at the school where such contract or matter comes under consideration.

I understand that I must withdraw from any meeting during the discussion of such contract or matter and must not vote in respect of it.

I agree to review and update this declaration annually and give consent for the information provided to be used in accordance with the Trust/school's conflicts of interest policy.

Signed:

Chris

Date:

15 October 2024

Guidance notes

Legal Duty: Governors and trustees have a legal duty to act only in the best interests of their schools. Where a situation arises in which they cannot do this due to a personal interest they have, steps should be taken to identify, prevent and record the conflict. This ensures governors or trustees are acting in the best interests of the school. In the declaration above, you must provide details relating to:

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- Goods or services you offer which may be used by the trust/school;
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ALL SAINTS ACADEMY TRUST

Declaration of Pecuniary and Personal interest for Members/Trustees 2024-25

Name:	Rob Stacey
Position:	Trustee

I declare as a Member/Trustee / SLT Member of All Saints Academy Trust, that I hold the following personal and / or pecuniary interest(s):

Pecuniary interests	Please provide details of the interest
Current employment	Amazon . UK .
Businesses (of which I am a partner or sole proprietor)	/
Company directorships – details of all companies of which I am a director	Stacey Industries Ltd - Red Dragon Miniatures Ltd
Charity trusteeships – details of all companies of which I am a trustee.	/

Membership of professional bodies, membership organisations, public bodies or special interest groups of which I am a member and have a position of general control or management.	/
Gifts or hospitality offered to you by external bodies while acting in your position as a trustee / SLT member and whether this was declined or accepted in the last 12 months.	/
Contracts offered by you for the supply of goods and/or services to the Trust and / or school.	/
Any other conflict.	/

Personal interests	Name	Relationship to me	Organisation	Nature of the interest
Any immediate family or close connections to an ASAT trustee?	/			
Company directorships or trusteeships of family or close connections to n ASAT trustee?	Charlotte Stacey	wife	Stacey Holdings Ltd	Director

If you are currently a governor or trustee of any other schools and/or academies (or have been so within the last 12 months), please provide details below:

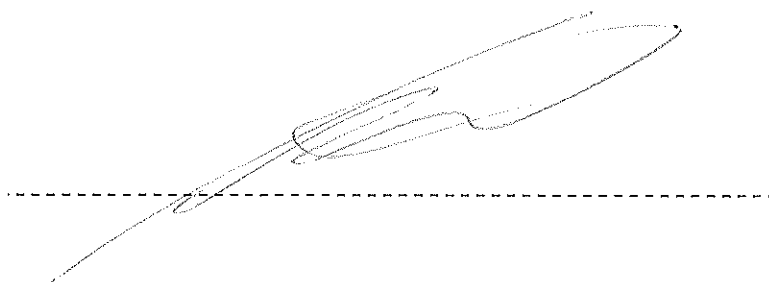
Name of school/academy:	
Position held:	
Date appointed/elected to post:	
Date of termination to post:	

To the best of my knowledge the information supplied above is correct and complete. I understand that it is my responsibility to declare any conflict of interest/loyalty, business or personal that relates directly or indirectly, to myself or any relation in any contract, proposed contract or other matter when present at a meeting at the school where such contract or matter comes under consideration.

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Date:

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- Which governor(s) it relates to;
- Whether a declaration was made in advance of the meeting;
- A brief overview of what was discussed;
- Whether the governor(s) withdrew from the meeting;
- How the governors made the decision in the best interests of the school.

The School and Early Years Finance (England) Regulations 2013 provide for local authority financing schemes to keep a register of pecuniary interests for the trustees, governors and staff of schools. The register should be reviewed annually by the clerk to the governing body but any new interest or ceased interest, should be reported to the clerk as and when they occur. Upon completion, this signed form should be given to the clerk of governors whose responsibility it is to keep a register of all interests and review it annually. You can find NGA's model conflict register on the [NGA's website](#). The Charity Commission has produced [guidance on dealing with conflicts of interests](#) which may be useful, even for schools that do not have charitable status.

ALL SAINTS ACADEMY TRUST

Declaration of Pecuniary and Personal interest for Members/Trustees 2024-25

Name:	GEMMA TODD
Position:	TRUSTEE

I declare as a Member/Trustee / SLT Member of All Saints Academy Trust, that I hold the following personal and / or pecuniary interest(s):

Pecuniary interests	Please provide details of the interest
Current employment	EMPLOYED PART TIME BY KINGSWOOD GROUP (HR CONSULTANCY) – NO CONNECTION TO ASAT
Businesses (of which I am a partner or sole proprietor)	N/A
Company directorships – details of all companies of which I am a director	N/A
Charity trusteeships – details of all companies of which I am a trustee.	N/A

Membership of professional bodies, membership organisations, public bodies or special interest groups of which I am a member and have a position of general control or management.	N/A
Gifts or hospitality offered to you by external bodies while acting in your position as a trustee / SLT member and whether this was declined or accepted in the last 12 months.	N/A
Contracts offered by you for the supply of goods and/or services to the Trust and / or school.	N/A
Any other conflict.	N/A

Personal interests	Name	Relationship to me	Organisation	Nature of the interest
Any immediate family or close connections to an ASAT trustee?	N/A			
Company directorships or trusteeships of family or close connections to n ASAT trustee?	N/A			

If you are currently a governor or trustee of any other schools and/or academies (or have been so within the last 12 months), please provide details below:

Name of school/academy:	N/A
Position held:	
Date appointed/elected to post:	
Date of termination to post:	

To the best of my knowledge the information supplied above is correct and complete. I understand that it is my responsibility to declare any conflict of interest/loyalty, business or personal that relates directly or indirectly, to myself or any relation in any contract, proposed contract or other matter when present at a meeting at the school where such contract or matter comes under consideration.

I understand that I must withdraw from any meeting during the discussion of such contract or matter and must not vote in respect of it.

I agree to review and update this declaration annually and give consent for the information provided to be used in accordance with the Trust/school's conflicts of interest policy.

Signed:



Date: 21/10/24

Guidance notes

Legal Duty: Governors and trustees have a legal duty to act only in the best interests of their schools. Where a situation arises in which they cannot do this due to a personal interest they have, steps should be taken to identify, prevent and record the conflict. This ensures governors or trustees are acting in the best interests of the school. In the declaration above, you must provide details relating to:

- Your ownership or partnership of a company or organisation which may be used by the trust/school to provide goods or services;
- Goods or services you offer which may be used by the trust/school;
- Any close relation you have to someone who satisfies either of the above;
- Any close relationship you have to someone who is employed by the trust/school.

Declaring your conflicts of interest is a legal requirement within the School Governance (Roles, Procedures and Allowances) (England) Regulations 2013 and for academies, in the Articles of Association and Academies Financial Handbook. However, making an annual declaration does not remove your requirement to make an oral disclosure of the interest and temporarily leave the meeting, where the interest is relevant to something being discussed.

Pecuniary interests: Generally, governors should not participate in any discussions in which they may directly or indirectly benefit from a pecuniary interest, except where the relevant authority has authorised this i.e., legislation for maintained schools or articles of association for academies. A direct benefit refers to any personal financial benefit and an indirect benefit refers to any financial benefit you may have by virtue of a relationship to someone who stands to gain from a decision of the governing board. Both direct and indirect interests must be declared.

Non-pecuniary interests (Conflicts of loyalty): There may be a non-pecuniary interest whereby the governor does not stand to gain any benefit but a declaration should still be made. For example, this might be where a governor has a family member working in the school. While the governor might not benefit personally, their judgment could be impaired if something was brought up that would affect the family member.

Handling the conflict: The governing board must decide as to whether or not they should take steps to remove the conflict by:

- Not pursuing the course of action it relates to; or
- Proceeding with it in an alternative way which does not give rise to conflict; or
- Not appointing the governor in question or seeking to secure their resignation.

In the minutes of the meeting, the following should be recorded:

- The nature of the conflict;
- Which governor(s) it relates to;
- Whether a declaration was made in advance of the meeting;
- A brief overview of what was discussed;
- Whether the governor(s) withdrew from the meeting;
- How the governors made the decision in the best interests of the school.

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